

Wisconsin Industry Partnerships



Revisioning Workforce Training and
Development

CWI Sector Subcommittees

March 2010



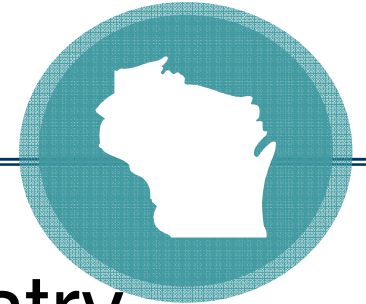
Definitions



Sector Strategies: are state policies that promote regional partnerships of employers, educators, workforce developers and other stakeholders that address the skill needs of critical industries in a region.



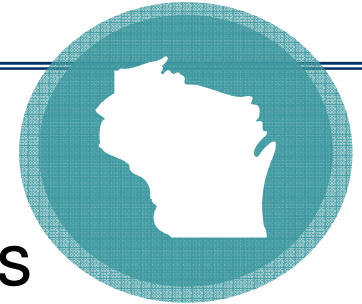
Definitions



Industry Partnerships combine industry leadership with support from multiple partners to address common economic development and workforce needs and align resources to promote the economic competitiveness of key industries



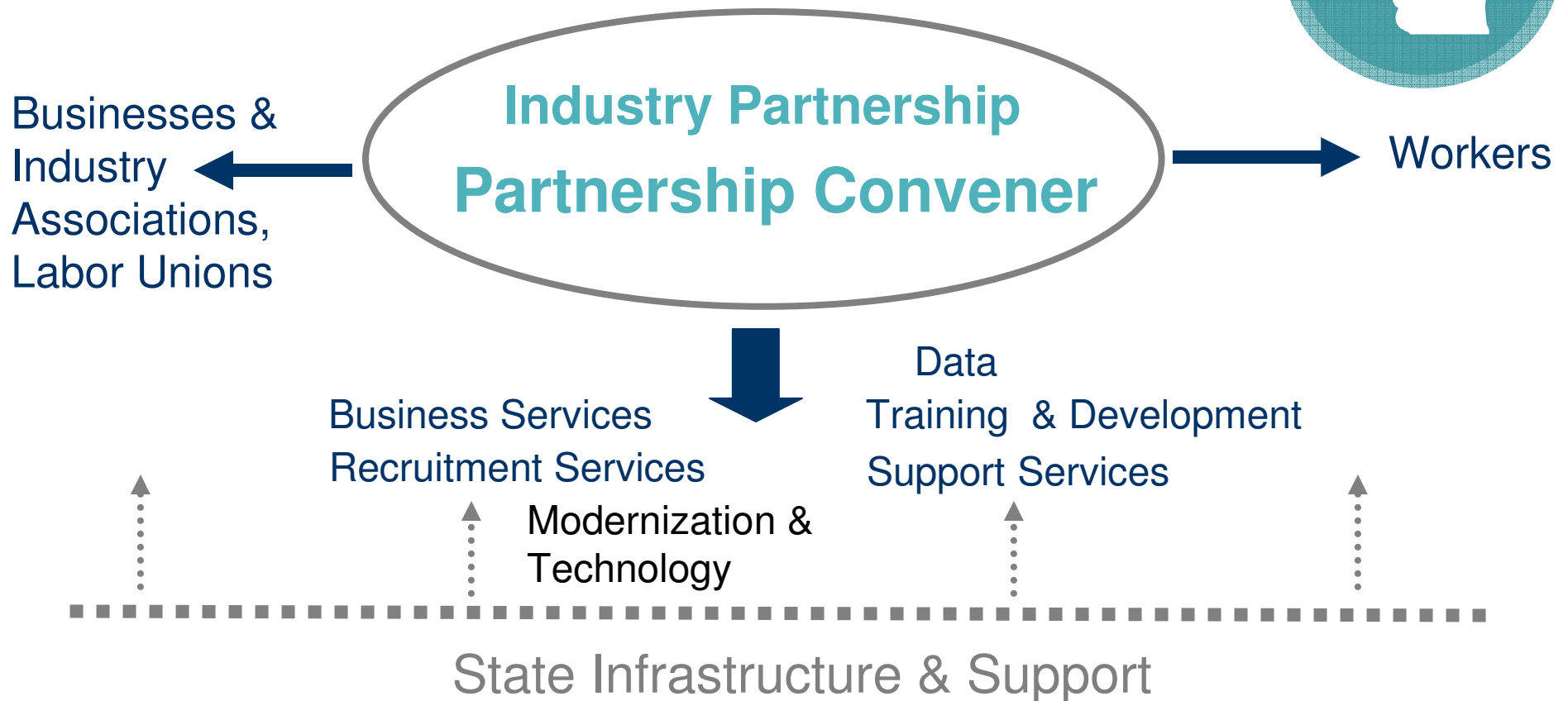
Industry Partnerships



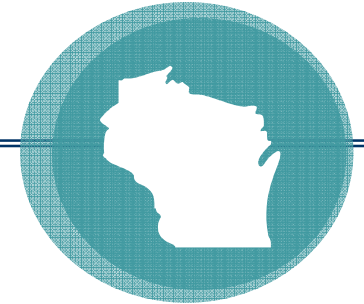
- Focused on a single critical industry
- Led by a strategic partner who coordinates dialogue and action (called a convener)
- Result in customized solutions to the workforce needs of employers in that industry
- Are a proven mechanism for meeting the needs of workers for good jobs
- Organize around industry needs, not public programs



Structure of an Industry Partnership



Origins of Wisconsin Industry Partnerships



- NGA Academy: Multiple state agencies
- COWS Technical Assistance
- CWI Endorsement
- Joyce Foundation support



Council on Workforce Investment (CWI)



- Created by Governor's Executive Order
- Required by Workforce Investment Act (WIA)
- Chaired by a business representative
- DWD is lead agency & provides staff support



WI Industry Partnerships

Purpose



- Governor Doyle's GROW WI
- Sustainable industry partnerships across the state
- Provide career opportunities for workers that lead to family sustaining wages
- Align RISE career pathways and bridge programs to address industry training needs
- Ensure skilled industry workforce



Funding Industry Partnerships in Wisconsin



- Governor Doyle pledged \$3 Million
- Disburse funds through an RFP
- Eligible applicants: Workforce Boards in the Wisconsin GROW regions
- Types of funding: Convening and Training



Industry Partnership Convener



- Brings together employers and other partners
- Provides a means for an ongoing discussion of workforce needs and solutions to address needs of both businesses and workers



Targeted Industry Sectors



- Advanced Manufacturing
- Energy
- Health Care



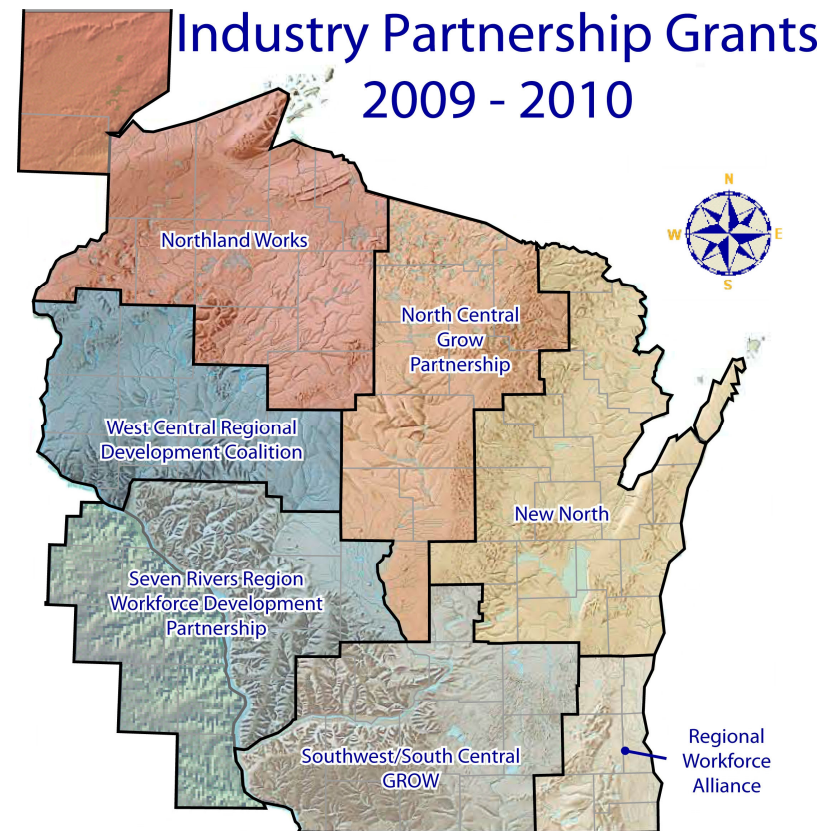
Convening Grant Awards

Regional Workforce Alliance (Milwaukee)

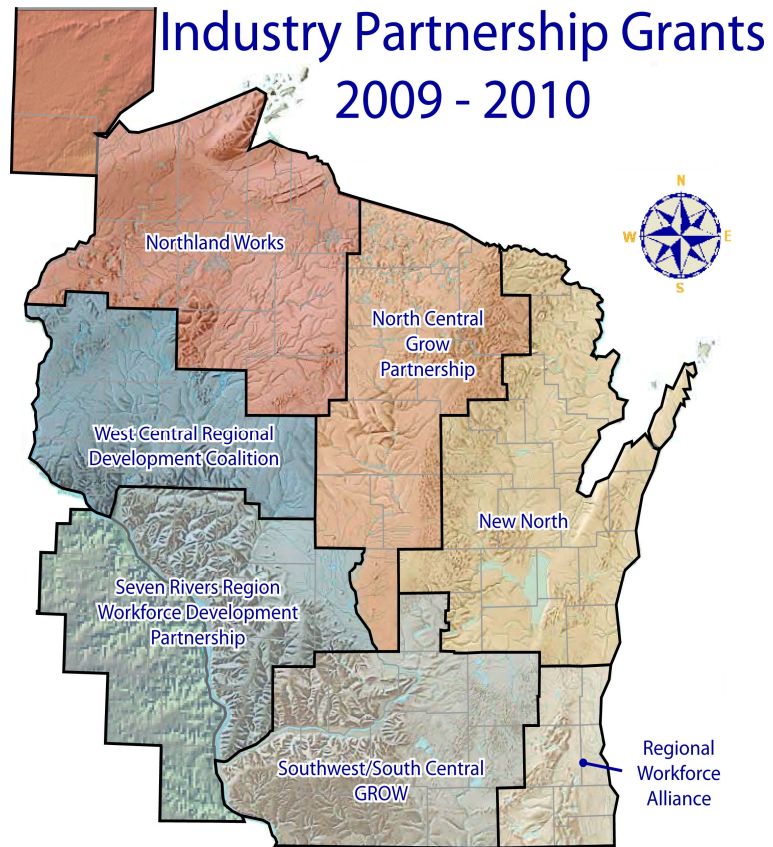
- Water Industry
- Sector Greening

North Central

- Healthcare
- Advanced Manufacturing
- Green Sector Partnership
- IT Sector
- Transportation



Convening Grant Awards



New North
Wind

Northland Works

Construction & Building
Advanced Manufacturing
Energy/Biofuel

Seven Rivers

Bio-plastics/Composites
Food & Ag Products
Energy Industry

South Central/Southwest
Agri-Business



Training Grant Awards

Regional Workforce Alliance (Milwaukee)

- Healthcare
- Green Manufacturing

Northland Works

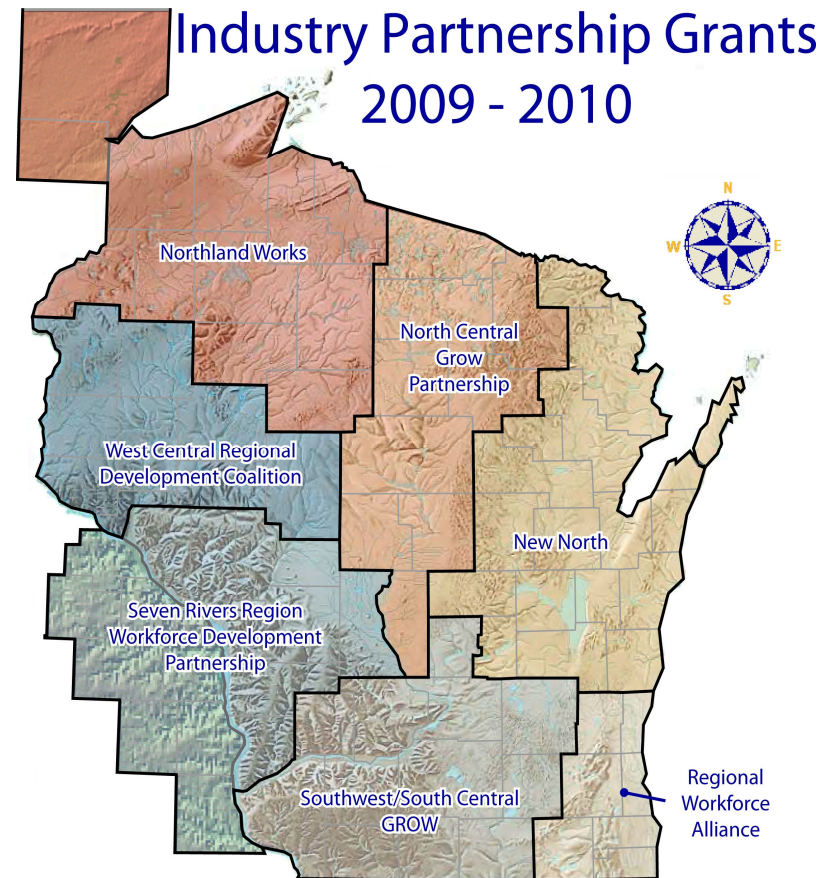
- Advanced Manufacturing

Seven Rivers

- Healthcare
- LEAN Manufacturing

South Central/Southwest

- Healthcare



Employer-Driven Training Focused on the Worker



Industry Partnership training efforts
align with
RISE Career Pathways and Bridges



RISE Career Pathways



The **RISE Career Pathway** is a way of:

- Organizing college level occupational training as a sequence of certificates that leads learners in attainable steps toward better jobs and a degree or technical diploma.
- Each step improves the learner's career and earning opportunities and provides a skill set wanted by an industry or industry sector.



RISE Career Pathway Bridges

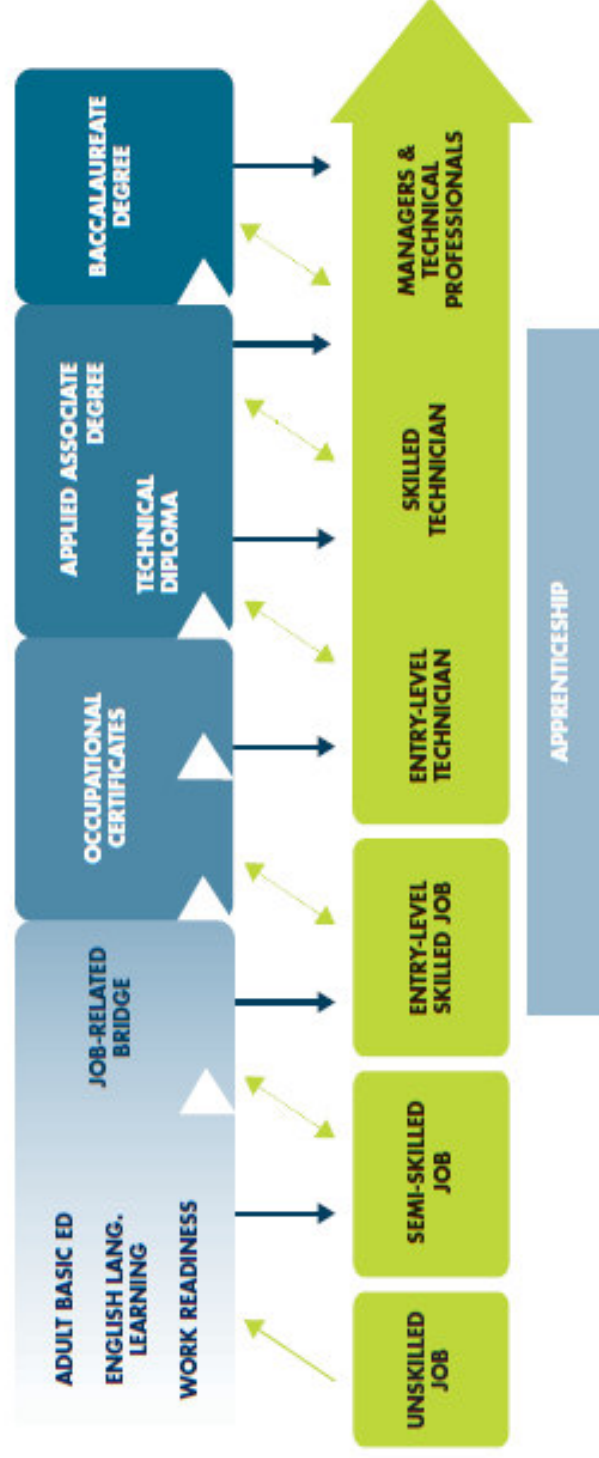


Career Pathway Bridges:

- Help adults who have basic skills or English Language Learning needs succeed in career pathways.
- Are courses that link basic skills development with occupational skills development and accelerate the transition from pre-college to college level work.



CAREER PATHWAYS



Career Pathway Advantages for Wisconsin



- Benefits both workers and employers
- Based on proven, industry aligned technical college programs
- Effective strategy for workforce development boards and programs
- Supports Governor Doyle's skills-centered economic development strategy



Successful Outcomes of Industry Partnerships



- Positive impact for employers and businesses
- Improved wages and job options for workers



Results for Employers

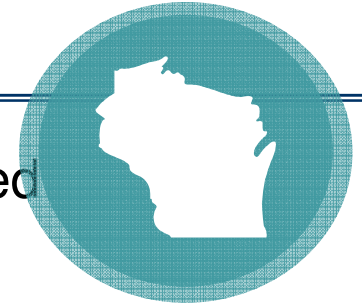


- Turnover: 41% reported reduction
- Rework: 19% reported reduction
- Customer complaints: 23% reported reduction
- Companies that said partnerships with other companies were 100% valuable

Source: 3rd party evaluation of Massachusetts Sector Initiative



Results for Workers



- Employees who participate in sector-related training earned an average of two dollars more per hour
- Participants gained new jobs as a result within targeted sectors
- 83% of participants agreed that the training prepared them well for work in the targeted sector
- 78% said the program had improved their chances of getting a good job
- Participants in sector skills-training programs saw decreases in poverty (from 64% to 35%)

Source: Public-Private Ventures

http://www.ppv.org/ppv/publications/assets/263_publication.pdf



Wisconsin Industry Partnership Evaluation



- Impact on the Industry
- Impact on the Worker
- Impact on System Change



For More Information



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